

**UNI-Europa Finance Steering Group
Statement on Generali
Brussels, Belgium, 14 June 2007**

UNI-Europa Finance condemns recent developments of the social dialogue in Generali Group.

This week's meeting of the Generali European works council and the negotiations of a new EWC agreement have been characterised by an adversarial style and a clear move to marginalize the trade unions in the EWC.

UNI-Europa Finance had communicated to management through the EWC Secretary that concluding the negotiations at the EWC meeting from 11 to 13 June does not seem feasible.

UNI-Europa Finance Steering Group endorses and reaffirms the conclusions of the UNI-Europa Finance meeting on Generali held at Milano, Italy on 1 June.

UNI-Europa Finance will seek urgent dialogue on these developments with the top management of Generali.

Together with our affiliates, UNI-Europa Finance will take all necessary steps to ensure:

- that EWC members belonging to UNI affiliates act in concert and cooperate closely with the unions and UNI.
- that the conclusions of 1 June are the basis for signing a new EWC agreement, including the protection of the current role of UNI and the unions.

At stake is the credibility and solidarity of the trade union movement.

UNI-Europa Finance Meeting on Generali,
Milan, 1 June 2007
– Conclusions –

2 June 2007

UNI-Europa Finance and its affiliates from Austria, Belgium, France, Germany, Italy and Spain discussed cooperation among unions in Generali, and in particular in the European works council, in Milan on 1 June 2007.

Based on the discussions, eight conclusions were drawn that are listed below.

Affiliates are requested to advise members of the Generali EWC from their organisation of this position, in particular with respect to the next EWC meeting (11-13 June).

- 1) The cooperation among the affiliates involved in Generali will be intensified under the umbrella of UNI. The objective is to establish a UNI Finance EWC network and a trade union alliance for Generali. It is also to develop a joint approach and joint positions within the EWC and *vis-à-vis* management. The purpose is to represent the interests of Generali employees more effectively.
- 2) Carla Prassoli (FNA/Italy) is mandated by UNI-Europa Finance as the member representing UNI on the Generali EWC and as UNI-Europa Finance facilitator for Generali.
- 3) It is not feasible to conclude the re-negotiations of the EWC agreement in Generali at the meeting of the EWC from 11 to 13 June. The aim however is maintained to conclude a new agreement by December. This assessment is based on recent developments, including the negotiations on a protocol on corporate social responsibility and the implementation of the EU Directive on information and consultation (2002/14/EC) in Italy.
- 4) The EWC member representing UNI must participate fully in the process of re-negotiating the EWC agreement as on previous occasions.
- 5) The existing provisions in the EWC agreement concerning the role of UNI must be maintained and should be improved:
 - “The European Works Council, manned as described above, shall also include a representative of UNI. ... The members of the European Works Council shall be employees of the Generali Group, with the exception of the UNI representative.” [Art. 2].
 - “Any dispute which should rise on the interpretation or implementation of the present Agreement, shall be submitted by the Select Committee Secretary to the Head Office in order to search for a solution together, in accordance with the text and the spirit of the Agreement; the help of the UNI representative shall be requested by mutual consent, if necessary.” [Art. 13]

The aim should furthermore be to specify that the UNI representative can also participate in meetings of the Select Committee. Otherwise, the EWC should use Art. 5 on external experts to the same effect, deciding that the Select Committee is to be assisted at all times by the UNI representative.

6) Based on the UNI-Europa Finance Strategy on Multinational Companies, EWCs and SEs as well as on best practice in the insurance industry regarding EWCs, the following provisions are absolutely essential for a re-negotiated agreement:

- At least two ordinary EWC meetings per year; UNI's recommendation is at least 4 meetings. [Art. 7]
- The employee side meets separately for a duration of at least half a day before and half a day after each EWC meeting. [Art. 7]
- The Select Committee is in charge of managing the affairs of the EWC between meetings and should ensure the continuous representation of employees' interests at European level. [Art. 3]
- The Select Committee is collectively responsible, including for the relationship with management and for keeping employee representatives informed. [Art. 3]
- The EWC President/Secretary, the Vice-President(s)/Vice-Secretary(ies) and the other Select Committee members as well as their deputies are elected by the EWC. [Art. 3]
- The maximum period during which the EWC agreement cannot be changed/terminated should be less than 4 years [Art. 14].

7) The UNI-Europa Finance Secretariat in cooperation with the UNI-Europa Finance Facilitator for Generali will provide updated recommendations for the re-negotiations as soon as a text reflecting the current state of negotiations is compiled (5 June). A list of recommendation based on the current EWC agreement is attached.

8) UNI-Europa Finance together with its affiliates and their members on the Generali EWC aim at enhancing industrial relations in Eastern and Central Europe within Generali as well as at the full involvement of colleagues from those countries in the EWC and other trade union activities within the company.

9) It is of fundamental importance that good social dialogue and industrial relations, foremost characterised by the respect of core labour standards, exist throughout the Generali group – at European level and in all countries in which the company operates. The protocol on corporate social responsibility among the Italian social partners can be a key template to achieve this.